

This Week is About...

understanding how personality style differences carry over into how team members solve problems and finish tasks in different ways.

Why it Matters

A team's strength comes from its diverse skills, talents and different view points.

Helping your team value and respect each other's different approaches to problem solving builds trust.

Using personality styles to talk about our differences makes these ideas come to life in a practical way.

During Your Team Meeting

Have copies of the *Team Challenge worksheet* printed for the meeting 📄

STEP 1. Get started by asking:

- ? When there is a problem to solve, how do our different styles create friction?

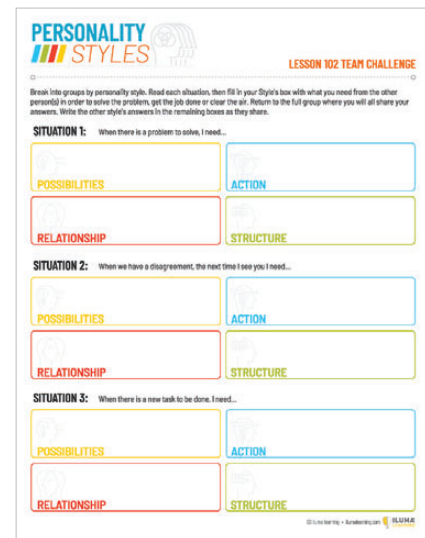
STEP 2. Then ask a few questions that go deeper...

- ? What is something you learned about your own style?
- ? Did you recognize any of us in the descriptions?

Discuss for about 5 minutes (longer is great if it's a good discussion and you have time).

STEP 3. Have your team complete the worksheet:

1. Follow the instructions on the worksheet. If you can't break into groups, let them complete each situation for their own style individually.
2. Ask everyone to share what they wrote for their style in each situation, instructing the rest of the group to fill in all the other Styles' boxes on their sheet.
3. Wrap up by having the group discuss what they've learned about each style. Use the Session Wrap-up Prompts to guide the discussion.



PERSONALITY STYLES LESSON 102 TEAM CHALLENGE

Break into groups by personality style. Read each situation, then fill in your Style's box with what you need from the other personality in order to solve the problem, get the job done or clear the air. Return to the full group where you will all share your answers. Write the other style's answers in the remaining boxes on their sheet.

SITUATION 1: When there is a problem to solve, I need...

POSSIBILITIES	ACTION
RELATIONSHIP	STRUCTURE

SITUATION 2: When we have a disagreement, the next time I see you I need...

POSSIBILITIES	ACTION
RELATIONSHIP	STRUCTURE

SITUATION 3: When there is a new task to be done, I need...

POSSIBILITIES	ACTION
RELATIONSHIP	STRUCTURE

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Session Wrap-up Prompts

- What is the biggest thing you learned about the other Styles?
- What do you think about the fact that you all needed very different things in each one of these scenarios to feel comfortable moving forward?
- How can you apply this new knowledge to your working relationships with each other and our customers?